Top Teamster Official Brags

"I'm good for an employer. My reason is this: I become your perfect 'no' to the employees ..."

*See **'Which Side Are They On?'** p. 8*

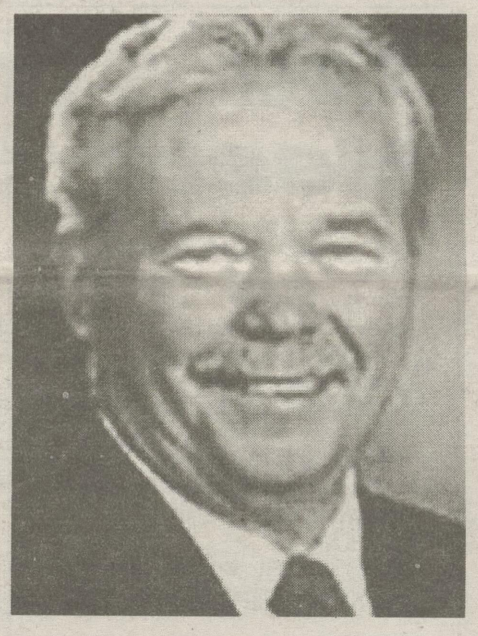
CONVOY DISPATCH

TEAMSTERS DEMOCRATIC UNION FOR A RANK AND FILE

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — *May 2001 # 192*

These guys don't need strike benefits.

James Hoffa
General President
$262,200
Annual Compensation



Tom Keegel
Secretary-Treasurer
$261,664
Annual Compensation

Phil Young
VP/Freight Division
$208,254
Annual Compensation

Patrick Flynn
Vice President
$245,135
Annual Compensation

But working Teamsters do!

With national negotiations at UPS and freight on the horizon, working Teamsters are asking, "What happened to the increased strike benefits that Hoffa promised?

See page 6 for details.

Letters From Our Members

Working Teamsters Need to Attend IBT Convention

History will be made on the week of June 25-29, and the future of our union will be strongly impacted at the Teamster Convention in Las Vegas.

Working Teamsters from across the country need to make every attempt possible to attend the Teamster Convention and make sure the members' best interersts are not forgotten.

I'm planning to attend the convention to see with my own eyes whether Hoffa follows through on his past promises to raise strike benefits with no dues increase, cap officials' salaries, give members the right to elect business agents, guarantee our right to elect convention delegates, end appointed delegates and eliminate hidden perks for International employees.

My local officers have boasted that they will do an excellent job of representing the members at the convention. I will be there to see where they stand on the various issues that affect the rank and file members of this great union, and I encourage all Teamsters who care about the future of our union to be there with me.

Frank Villa
Local 630, Sysco
Los Angeles

Editor's Note: All Teamsters, retirees and Teamster spouses may attend the Teamster Convention as guests. The Convention will be held at Bally's and the Paris Hotels in Las Vegas. Contact TDU at 313-842-2600 for more information and how to register.

Members Need to Know STAA Rights

I am a member of Akron, Ohio, Local 24. I moved from Buffalo Local 375 in a Roadway change of operations.

While in Buffalo management took it upon themselves to discipline me for doing my job as a switcher and reporting equipment defects.

Your article on the STAA was very good. Members need to be informed of their rights under this law. I was one of the members who used these rights. (Harrison vs. Roadway Express, 1999)

Reporting equipment defects can save lives. The driver is the one who will take the fall, not the company, if an injury or death occurs because of vehicle defects.

It's difficult for me to believe that our government is allowing unsafe trucks from Mexico to cross our border with substandard equipment when we're fighting this battle in our own backyard.

Michael Harrison
Local 24, Roadway
Akron, Ohio

Construction Organizing

I would like to see more articles in *Convoy Dispatch* about the construction industry.

This is a jurisdiction where organizing drives are easier to win because other crafts honor picket lines.

Last year Local 705 was successful in organizing construction in the Kankakee area after a five-week strike.

Scott McDonald
Local 705, Oakwood Construction
Chicago

Job Protection Insurance

There is a specialty type of insurance that has been available in the railroad industry for over 90 years and has now become available in our industry. It is called job protection or out-of-service insurance.

Railroaders who have benefitted from this insurance recommend it wholeheartedly.

It was first introduced to Teamsters here in the Little Rock area and is now spreading across Arkansas. It is available only to union members and basically provides a much-needed source of income in the event of discipline that results in suspension or termination.

We recently had our first claim here in Arkansas that paid the member 12 lost days at his insured rate of $20 a day. That member is now back to work.

The company offering this coverage has a website that can be accessed at www.ups-lecmpa.com and an 800-514-0010 toll free number. The cost of coverage is $1.25 per month for each $3 per day of coverage, up to your current income.

If you are interested, check it out.

Michael Stinson
Local 878, UPS
Little Rock, Ark.

Editor's Note: This letter does not constitute an endorsement by *Convoy Dispatch. Convoy Dispatch* does not accept any outside advertisements.

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Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Ashley McNeely, Minneapolis Local 2000
Michael Savwoir, Kansas City, Mo., Local 41

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Raul Rodriguez, Jr., Los Angeles Local 630
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Lorene Scheer, Seattle Local 174
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
TDU can be contacted by e-mail at:
tdudetroit@tdu.org
or on the World Wide Web at:
http://www.igc.org/tdu/

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336.
E-mail: tdueast@igc.org

TDU Meets

ASHTABULA, OHIO TDU
Last Saturday every even month
Saturday, June 30, 1 p.m.
Geneva Country Kitchen
1741 Route 534 at I-90
Geneva, Ohio
For information call 330-797-1541

CHICAGOLAND TDU
First Sunday every even month
Sunday, June 3, 10 a.m.
Cezar's Inn
5001 W. 79th St., Burbank, Ill.
For information call 773-486-3831

GEORGIA TDU
Second Saturday every month
Saturday, May 12, noon
Shoney's Restaurant
Hwy. 138, Stockbridge, Ga.
For information call 770-435-5201

SOUTHERN CALIFORNIA TDU
First Sunday every even month
Sunday, June 3, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831
or 760-951-4949

YOUNGSTOWN, OHIO TDU
Last Saturday every odd month
Saturday, May 26, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave.
Austintown, Ohio
For information call 330-797-1541

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 2000 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

UPS Profits Continue to Rise

An analysis of financial reports and records for United Parcel Service shows that last year was a record setter in profits and revenue.

Total revenue increased 10.1 percent to $29.8 billion, as compared to 27.1 billion in 1999. Operating profits were up 15.5 percent, to $4.5 billion.

Net profits — after all expenses including taxes — jumped 20.2 percent to $2.8 billion.

In contrast to years past in which international operations were a drain on profits produced in U.S. operations, the foreign operations are finally producing profits. In 2000 international operating profits increased 18.1 percent.

UPS, however, is overwhelmingly a domestic US company. $24 billion of the $29.8 billion in revenue was earned at home. Of the 359,000 UPS employees worldwide, the 200,000 Teamsters in North America remain the core of the big brown machine.

Put Profits to Good Use

What does a 20 percent increase in profits in just one year mean for each Teamster at UPS? That's $2,000 per Teamster-full time and part time — more after-tax profit in 2000 than in 1999. That's about $1 an hour per full timer, or $2 an hour per part timer, more profits this year. Quite a jump in one year, considering that last year's profits were already at a record high.

Considering that UPS has trouble keeping qualified part timers in almost every buiding in the country, perhaps a $2 an hour raise to all part-timers, and profits at 1999 levels, would be a good investment.

UPS Executive Compensation and Stock Ownership Value

Name	2000 Compensation	1999 Compensation	Stock Value*
James P. Kelly	$1,584,453	$1,522,154	$24,426,000
Robert J. Clanin	$864,597	$853,770	$22,495,140
Michael L. Eskew	$859,348	$669,479	$13,629,780
Joseph R. Moderow	$811,031	$815,005	$18,149,760
Charles L. Schaffer	$986,063	$939,975	$20,931,180

*Stock value calculated at $60.00 per share. Numbers did not include stock options that matured in the first quarter of 2001.

UPS and Downs

Orlando Part-Timers Fight For Better Full-Time Jobs.

Long time UPS part-timers in Orlando, Fla., Local 385 are determined to get better full-time jobs in their building. All the jobs created so far in Orlando were made without regard for the physical demands of the jobs; older workers are not able to move into these jobs.

Article 22.3 of the national contract includes language that allows for jobs to be created "wherever possible." Senior workers are demanding that UPS create jobs that give respect to the age and physical condition of those employees desiring full-time jobs. Many of them are already working full-time hours, proving these positions are possible.

Vermont Feeder Drivers Demand Fair Treatment.

A group of Vermont Local 597 feeder drivers are demanding that UPS treat them fairly. Job bids in Vermont are on a statewide basis. Workers select their top four choices and are assigned jobs based on seniority. Several small centers do not have enough feeder-qualified drivers to handle cover work, when regular drivers are on vacation or absent. So UPS has assigned drivers to cover feeder work in multiple centers.

This is common practice throughout the U.S. However, in Vermont, UPS demands that these drivers travel on their own time to centers hours from home, without pay for mileage, food, or lodging. Pay for transit time, mileage over 50 miles and for food and lodging is standard procedure when UPSers work away from their home centers. These drivers deserve better.

Third Change of Operations

Jobs and Conditions Under Fire at Yellow

At the Yellow Freight change of operations hearing in April, Teamster Freight Director Phil Young was challenged about the repeated changes of operations (three in a year) and lowering of working conditions. Young blurted out that he knew a year ago that Yellow would be making all these changes, but they needed to be done in stages.

That's nice. Yellow management knew their plan, and the International was in on the plan, but chose to keep locals and drivers in the dark. Members have been misled, and locals waste precious time and money at hearing after hearing.

Now the chickens are coming home to roost. In these changes Yellow Freight — with the blessing of the International union — is getting rid of forward-haul language. This takes away protection of work and practically creates a nationwide extra board, with drivers sent through other domiciles at will.

The newest change also moves some drivers from breakbulks to end-of-line terminals to help facilitate delivery of one- and two-day freight. Then Yellow can dispatch them to run through the breakbulks. Drivers working out of breakbulks are losing guarantees of work.

Drivers at some losing terminals in previous changes are on layoff, because Yellow didn't want to move enough drivers, and the union failed to protect them. Some gaining terminals have meanwhile hired new people.

Work rules are being lost in this shuffle. Drivers who ask what the dispatch rules are at a gaining terminal are told to wait till they get there. Some of these terminals have no road boards, and thus no work rules.

Changes of operations are sometimes necessary. But do they have to be endless? Why doesn't the International set reasonable limits? It was only weeks after the last change was implemented (after Yellow's 90 day period to implement) that they proposed another. Even worse, why are they letting Yellow use this shuffle to destroy job security and dispatch rules for thousands of Teamsters?

More Concessions in Driveaway?

At an April 23 meeting at the La Posada Resort in Scottsdale, Ariz., driveaway employers appealed to local officials for concessions. The event was hosted by the employers and Doc Conder, Teamster Carhaul Director.

The two major employers, Active USA and Hook-Up, say they need concessions because heavy truck production is way down. They are asking that the union give up a June 1 wage increase and cost of living, as well as next year's increase, and that companies be given more latitude to stick drivers onto buses instead of planes to return to their home domiciles.

Although the local unions all knew the purpose of the meeting one month before, on March 23, a few locals actually concealed it from members. Other locals informed members immediately what was coming down.

There are at least three problems with the employers' demands:

- Driveaway Teamsters have given concessions before and it has not worked.
- If the problem is low truck production (which it is), how will shaving a little off labor costs help the situation? It certainly would not cause Navistar or Paccar to crank up production!
- The concessions demanded are uneven. Because of uneven wage rates, and wage increases, some members are being asked to concede more than others.

After the employers' dog and pony show, Conder said he would consider the matter and the union would look at the books of the companies.

A plan of action is needed. The first step is that all driveaway Teamsters need to be consulted.

Nonunion Threat in Nashville

Cassens Tries to Bust Carhaul Contract

Over 100 Teamsters in Nashville Local 327 are under the gun, with all Teamster carhaulers in the line of fire.

Cassens management says they are losing the Nissan haul to an unspecified nonunion carrier in late June. They also say that if the Teamsters give them enough concessions, they might keep it. They've also said that other Cassens terminals will be next, starting with Princeton, Ind., and Marysville, Ohio.

The Teamsters are not taking it lying down. They're united. They have a committee of 15 drivers, far more than most terminals. Steward Brian Adams believes that "If we could get 90 on the committee, that would be perfect, because we need every member involved."

The committee has told management they will never agree to concessions that undermine the national contract. They've petitioned IBT Carhaul Director Doc Conder to come to meet with the drivers and mechanics on May 11. They want straight answers and a plan of action to save jobs and protect our contract.

So far, Cassens has asked for concessions that would gut the contract: give up breakdown pay for the first eight hours; drivers pay for their own motels with a $4 (!) per diem; etc. They've hinted that they want the drivers to buy the trucks.

Their fight is our fight. Cassens stewards at some other locations are taking up collections for the Nashville stewards' defense fund.

They deserve the full backing of the International, with a plan to stop the destruction of the carhaul contract by the shippers and carriers. This is the time and place to draw the line and for the Teamsters Union to do what needs to be done.

Employer Gimmicks Blame Teamsters for Workplace Injuries

Dangerous Workplace Hazard Ahead!

Lost time from workplace accidents and injuries cost employers tens of millions of dollars a year. OSHA fines are another hazard for employers with bad safety records.

The solution is obvious. Employers should invest in reducing and eliminating the hazards that cause injuries. Instead, growing numbers of employers are turning to schemes to hide their safety problems to reduce costs and keep OSHA at bay.

These schemes go by different names: safety incentive programs, safety bingo, safety raffles, even safety monopoly. All of these gimmicks have two things in common.

They seek to save the employer money by intimidating workers into not reporting injuries. And they shift the focus off of the employer's responsibility to reduce safety hazards and lay the responsibility for accidents and injuries on workers and their "bad habits" or "unsafe behavior."

One major Teamster employer that has begun experimenting with "safety bingo" contests is UPS. In Saddlebrook, N.J., UPS held a Christmas raffle. The catch? Only workers who did not report an injury were eligible for the drawing.

At a Teamster grocery warehouse in Baltimore, Sysco added a new twist. Management assigning workers to "teams" in what it calls "Safety Monopoly." Each week, each team advances one square towards winning prize money. But if any member of the team reports an injury or accident, then the entire team is penalized by not moving ahead a square.

"The company penalizes you if you get hurt. They post the name on a board so everyone will know who is holding the group back," said James Harrell, a Local 355 truck driver. "People are afraid to file for workers' comp because they don't want to be penalized in the game."

Blaming the Worker

The theory that supposedly underlies these programs is that workers' unsafe behaviors are to blame for injuries and accidents. Under this theory, providing prizes and rewards will encourage workers to behave safely on the job and therefore not get injuries.

The real goal is obvious: to use financial incentives and peer pressure to discourage workers from reporting accidents and injuries.

Employers and insurance companies argue that such programs only discourage the reporting of fake or very minor illnesses and injuries. But this argument makes no sense. Under the law, employers are not required to record minor injuries requiring only first aid. The injuries that are not being recorded because of "safety incentive" programs are, by definition, more serious.

Unreported injuries means trouble for working Teamsters. Workers may not get the medical treatment they need and may lose their ability to collect workers' compensation. Not reporting "minor" injuries and accidents also allows unsafe conditions to accumulate, leading to repeated and possibly more serious injuries.

Against the Law

Every employer is required to record workplace injuries in an OSHA 200 log. Section 11(c) of the Occupational Safety and Health Act prohibits employers from discriminating against workers for exercising their rights under OSHA, including the right to report a job injury or illness to their employer.

When an employer denies a prize or bonus to a worker for reporting an injury, they are discriminating against that worker.

Workers at USA Waste Management in Columbus filed an 11(c) complaint against their employer for having a bonus pool which rewarded employees with clean safety and health records. OSHA punished the company for having a program that created a disincentive for workers to report injuries.

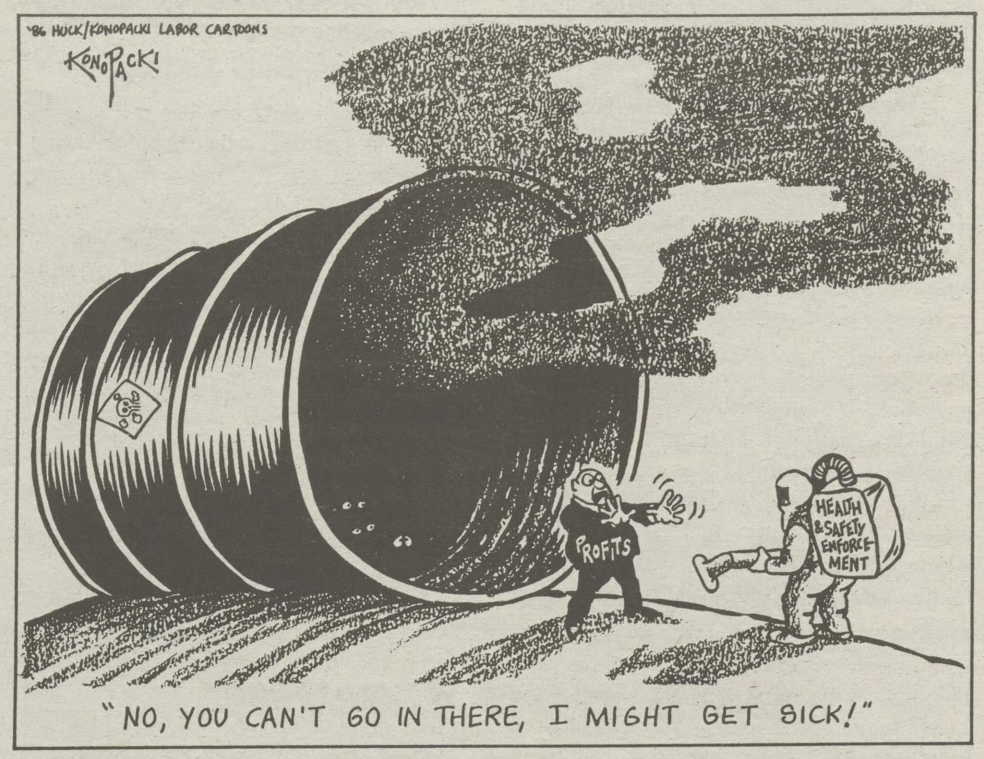
The ruling was praised by unions and health and safety advocates across the country. But it has not yet formed the basis for a consistent OSHA policy. OSHA evaluates the consequences of safety incentive programs on a case by case basis.

Coordinated Teamster Action Needed

Safety incentive programs are on the rise among Teamster employers. It's a national problem. But so far, Teamster locals have been left to deal with the problem on their own. National, coordinated action is needed to provide Teamster locals and members with the backing we need to defend our safety rights.

The IBT should:

- Oppose safety incentive programs and outline an education and action plan for our union. The United Auto Workers and the Steelworkers are two examples of large International unions that have already taken these steps.
- Develop educational materials for local unions, stewards and members about the hazards associated with safety incentive programs. Local unions need to know their rights in dealing with employers who try to impose these programs. Stewards and members need to know how to build shop floor unity against programs that are designed to divide the workforce.
- Build political pressure on OSHA to aggressively pursue complaints on behalf of workers who face discrimination for reporting injuries or illnesses.



What You Can Do:

If your employer attempts to implement a safety incentive program, here is what you can do.

- Share information with your co-workers and union representatives: The first step is education. Many Teamsters, including officers, are unaware of the dangers behind safety incentive programs and don't know that the AFL-CIO has taken a strong position against them. The AFL-CIO Safety and Health Department has an excellent fact sheet on "Safety Incentive and Injury Discipline Policies." It includes information on the AFL-CIO resolution that opposes safety incentive programs as well as suggestions for union action. You can order this fact sheet and other information from the AFL-CIO Safety and Health Department at 202-637-5366 or oshmail@aflcio.org You can also visit the AFL-CIO web page at www.aflcio.org/safety/
- Ask your union to demand to bargain over the implementation of these programs. Health and safety, including prize and discipline programs, are mandatory subjects of bargaining. Unions should use their rights under the National Labor Relations Act to demand to bargain over the introduction or continuation of safety incentive programs. Unions should take the position that employers' safety budgets should be devoted to the reduction and elimination of safety hazards. For example, if an employer wants to give cash and prizes to workers, unions could bargain for rewards for workers who blow the whistle on job hazards and make suggestions on ways to control or eliminate safety problems. That would be much better than rewards that pit workers against each other in a race to under-report accidents and injuries.
- Investigate the possibility of an 11(c) complaint: If employers are using incentives or prizes to punish you and your co-workers for reporting injuries, you should consider filing an 11(c) complaint with OSHA. As with most government agencies, your complaint will get more of a hearing if it is filed by the union. Complaints filed by several individuals are more likely to generate action by OSHA than just a single complaint.

For more information about safety incentive programs and other health and safety issues, contact TDU.

As Corporations Push to Expand NAFTA

Unions, Community Groups Mobilize Against 'Free Trade'

Dawn Stanger & Hal Leyshon
Local 597, Vermont

Employers are pushing for the expansion of the North American Free Trade Agreement (NAFTA) throughout the hemisphere through the Free Trade Area of the Americas (FTAA).

Government and corporate leaders from across the hemisphere met in Quebec City April 20-21 to negotiate the terms of the FTAA. In response, a coalition of unions, environmentalists, students and human rights organizations joined together to demonstrate their opposition to the threat that the FTAA poses to our jobs, wages and communities.

In January the Hoffa administration sent a TITAN communication to all locals instructing them to be prepared to participate in "important actions and events around the U.S." against the FTAA, "from calls to and meetings with your elected officials to protests and demonstrations, and all culminating in a massive day of action all over the hemisphere on April 21."

Vermont Local 597 voted to prepare for these actions by showing educational videos and holding discussions at union meetings. Local 597 cosponsored a labor forum on Free Trade & Vermont Workers. However, as April 21 drew closer and other unions mobilized for Quebec, the Hoffa administration fell silent.

Tear Gas and Teddy Bears

Nevertheless, a couple of us from Local 597 joined 1,000 other union members from New England in a contingent to Quebec organized by Jobs with Justice. What we saw was inspiring. Before the official FTAA Summit began, thousands of representatives from unions, environmental groups and human rights organizations participated in a "People's Summit" to build cross-border solidarity and develop alternatives to corporate globalization. The People's Summit insisted that any trade agreement must work to raise the economic, social, and environmental well being of everyone rather than pit workers from different countries against each other in a race to the bottom.

Only corporate executives and unelected trade officials were allowed to hob-knob with politicians at the official FTAA Summit. Unions, environmentalists and human rights groups were locked out of the talks by the largest security operation ever mounted in Canadian history. A 20-foot high chain link fence, rooted in concrete, was erected around the compound where the Summit took place. Some 6,000 police were deployed to keep us out of the secret negotiations.

On the first day of the trade talks, thousands of people marched on the perimeter surrounding the Summit. The police fired tear gas, pepper spray, and water cannons on the crowd. We continued to demonstrate, tear gas surrounding us and helicopters hovering overhead. Some demonstrators returned the gas canisters, threw snowballs, and catapulted stuffed teddy bears over the fence to mock the authorities for using force against peaceful demonstrators. Bolder demonstrators actually pulled down part of the fence — the hated symbol of our lockout from the trade talks. The wind was with us and the tear gas blew back into the compound, delaying opening ceremonies.

On the second day of the Summit, there was a massive labor rally and People's March for justice and solidarity across the Americas. One-third of Canadian workers are union members. More than 50,000 people joined the labor march, which was re-routed by the authorities to keep it away from the protesters at the fence.

To show their solidarity with demonstrators who were being tear-gassed, the Canadian Auto Workers (CAW) and Canadian Union of Public Employees (CUPE) organized flying squads of union members to join the protests at the fence. Some of us followed CUPE off the parade route to join the demonstrations there. March organizers asked police to stop firing tear gas as they passed near the flashpoints, pointing out that children in the protest group could be sickened by the gas. Police did not appear to let up in their barrage.

What Happened to Hoffa's Call for Action?

Sadly, we met no other Teamsters in the crowd. The demonstrations against the FTAA appear to be another example of Hoffa talking tough, but doing little. If a union like the CAW, with only one-fifth the membership of the IBT, can turn out 7,000 members in Quebec City where it has few members, imagine what our union could have done with leaders who had the will and ability to mobilize working Teamsters.

Steelworkers had a large contingent in the labor march against the FTAA.

The IBT did issue a press release saying, "The International Brotherhood of Teamsters rejects the FTAA and vows to work with our allies in the hemisphere to fight it." But these statements appeared on the IBT website after the protests in Quebec City were already over, and the chance to "work with our allies" had already passed.

The massive demonstrations in Quebec, and especially labor's presence, inspired us. The press can no longer claim that opposition to the FTAA is insignificant. The labor-environmental alliance (sometimes called the "Blue-Green Alliance") that began to emerge in demonstrations against the World Trade Organization (WTO) in Seattle last year is alive and well in the Northeast.

In Quebec City, the voices of democracy spoke the only way we could. Labor and our allies must continue to make a ruckus whenever corporate executives and politicians lock us out of the halls where decisions are being made that will destroy our jobs, pollute the environment, and strip us of our rights.

What is the FTAA?

The Free Trade Area of the Americas (FTAA) seeks to create a "free trade" zone for the entire Western Hemisphere, from Canada to Chile. Like NAFTA, the FTAA is not so much about "free trade" as it is about increasing corporate power. It would make it easier to move jobs from the U.S. and Canada to countries where labor costs are cheaper, and labor and environmental standards are weak and not enforced.

Employers have used their expanded freedom to move across borders under other "free trade" agreements to demand concessions from workers and to stifle attempts to organize unions.

Teamsters, Turtles, and Oil Companies?

Michael Ruscigo
Local 802 business agent
New York

Once again Hoffa Junior, our flip-flopping Teamster president, has outdone himself. First he's at the Mexican border with the Sierra Club trying to stop unsafe and polluting trucks from entering the U.S. At the same time he's sending a letter to his Republican oil friends promoting the destruction of Alaska, our last frontier. Hoffa's letter claimed that Teamsters support the drilling of oil on the Arctic National Wildlife Refuge (ANWR). This is one tree-hugging Teamster who says, "I don't think so."

How dare Hoffa use Teamsters who are fighting for a decent way of life for our families to support oil barons! What makes Hoffa think that President Bush, who has already gutted the CO2 emission rule for clean air, axed ergonomics rules, and allowed the increase of arsenic in our drinking water, gives a rat's ass about the protection of the Alaskan frontier? All he wants to do is let his oil buddies drill on wildlife refuges that belong to the American people.

Jerry Hood, secretary-treasurer of Alaska Local 959, has been appointed as a special assistant on energy. Hood told us that caribou herds have increased in size since the Alaskan Pipleline was put in. He was so excited about the caribou I think he wants to change our Teamster emblem from horse heads to caribou. (Anything can happen in Vegas.)

Hood forgot to tell us the ANWR drilling will take place at the most important polar bear denning site in the Arctic. Not to mention all the other important wildlife species that must be protected for future generations.

What our Teamster leadership should be doing is helping out in the massive organizing drive going on in the Gulf of Mexico for thousands of oil drilling crews and their transporters. They have formed an alliance with several unions in that battle against big oil. Other unions sign alliances to fight the corporations. Hoffa has signed on with big oil and the likes of the National Association of Manufacturers, National Food Processors Association, Service Station Dealers Association and The Fertilizer Institute.

Workers deserve a clean environment and will not tolerate the destruction of our planet so corporations can get richer and we get sicker. As a Teamster BA I'm always fighting for a clean, safe working environment. How about you, Mr. Hoffa?

Teamster Convention Is Hoffa's Chance to Deliver on His Commitments

Where Is the Strike Fund Hoffa Promised?

In 1996, James Hoffa promised an "immediate increase in strike benefits — with no dues increase."

Five years later, working Teamsters are still waiting for that "immediate increase." Strike benefits remain frozen at $55 a week.

With National Master Freight and UPS negotiations on the horizon, and countless local contracts up for bargaining, it is time for the Hoffa administration to deliver on its promise of increased strike benefits for working Teamsters.

The Hoffa Plan

In three documents issued in June of 1996, Hoffa promised to "Create a new, independent Strike Benefit Fund that can only be used for out-of-work benefits."

Hoffa pledged, "This new fund will pay weekly benefits equal to four (4) times the member's monthly dues with a $100/week minimum and a $250/week maximum."

"My plan will immediately double, and in many cases, triple the strike benefits being paid to our brave members walking picket lines for economic justice," Hoffa said.

In his two years in office, Hoffa has taken no action to follow through on these commitments. But it's not too late for action.

Teamster Convention Is Our Chance for Change

The 2001 Teamster Convention is an opportunity for working Teamsters to finally get a real strike fund and to implement other important changes that will strengthen our union.

The Hoffa Administration should bring its plan for increasing strike benefits without a dues increase to the convention floor.

The Teamster Convention is also an opportunity to strengthen the democratic rights of Teamster members through reforms that Hoffa pledged to support at the last convention, including:

- **ELECTED BUSINESS AGENTS:** Hoffa promised to give local unions "the right to determine whether business representatives will be elected or appointed."
- **RIGHT TO VOTE:** Hoffa promised, "to guarantee the membership's right to vote for delegates to the IBT Convention."

Both of these rights were stripped from the Constitution by old guard delegates at previous Teamster Conventions. But this year, convention delegates from all political sides have pledged their support to implement these reforms. The only thing that can get in the way of passing these democratic reforms would be petty politics.

More Unfinished Business

Unlike the election of business agents and the Right to Vote for delegates, other reforms promised by Hoffa in 1996 did not require any constitutional changes. For example:

- **CAP INTERNATIONAL UNION SALARIES.** Hoffa promised to cap the total aggregate salary for all International Union officers and employees at $150,000. But he took no such action. Over 20 International officers and employees made more than the Hoffa cap last year. Hoffa gave himself a $75,000 raise, plus a cost of living raise.
- **FREE ELECTIONS AND A GENERAL PRESIDENT DEBATE:** Hoffa proposed that Teamster election rules "Require a one-hour videotaped debate between all nominated candidates for General President" that would be "distributed to all affiliates."

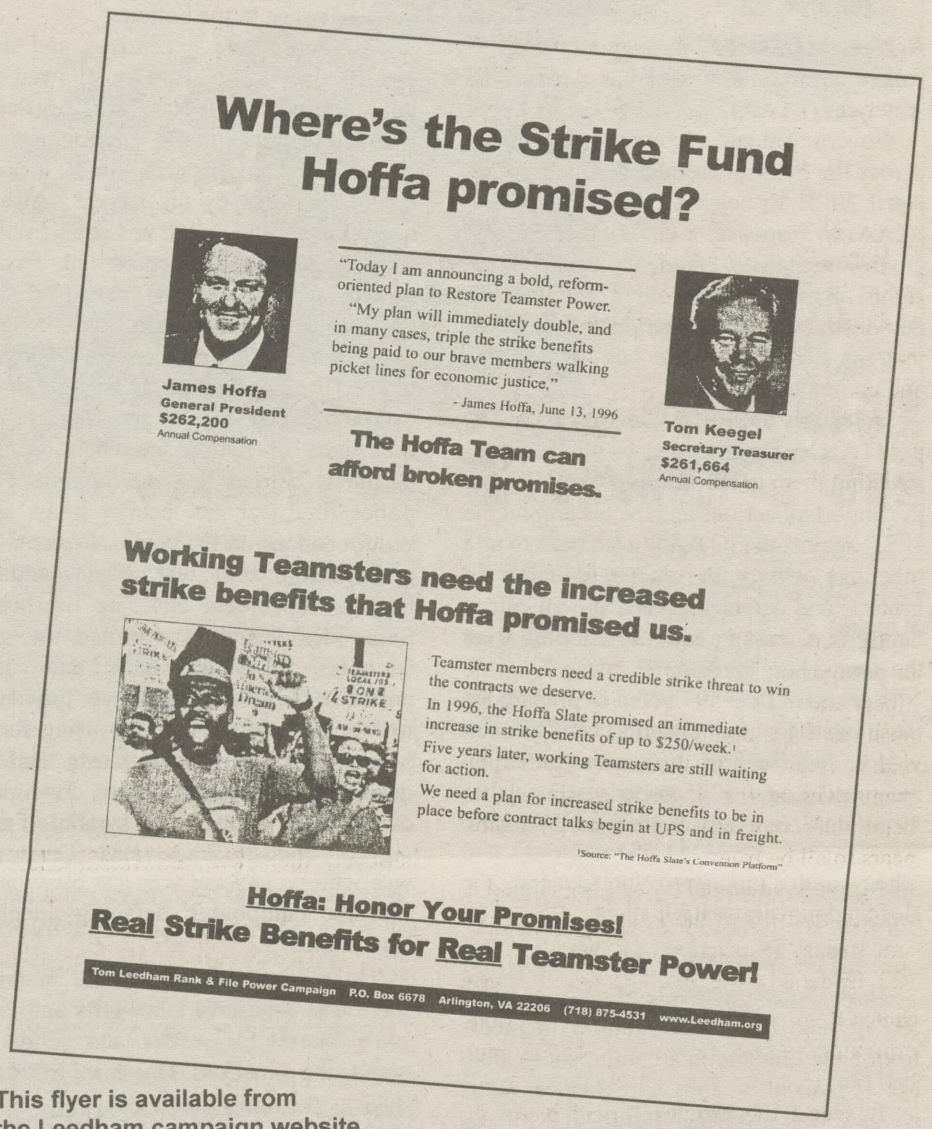
All Teamster members would benefit if this year's convention approved these proposals.

Source Information

The information on Hoffa's promises comes from the following sources:

- Hoffa Slate's Convention Program
- Letter from Hoffa to Convention Delegates (June 13, 1996)
- Hoffagram, June 7, 1996

These documents can be ordered from the TDU National Office. TDU will provide copies for free to any TDU member. All others should include a small donation to cover postage and copying costs.


Where's the Strike Fund Hoffa promised?
James Hoffa
General President
$262,200
Annual Compensation
"Today I am announcing a bold, reform-oriented plan to Restore Teamster Power.
"My plan will immediately double, and in many cases, triple the strike benefits being paid to our brave members walking picket lines for economic justice."
- James Hoffa, June 13, 1996
The Hoffa Team can afford broken promises.
Tom Keegel
Secretary Treasurer
$261,664
Annual Compensation
Working Teamsters need the increased strike benefits that Hoffa promised us.
Teamster members need a credible strike threat to win the contracts we deserve.
In 1996, the Hoffa Slate promised an immediate increase in strike benefits of up to $250/week.[1]
Five years later, working Teamsters are still waiting for action.
We need a plan for increased strike benefits to be in place before contract talks begin at UPS and in freight.
[1]Source: "The Hoffa Slate's Convention Platform"
Hoffa: Honor Your Promises!
Real Strike Benefits for Real Teamster Power!
Tom Leedham Rank & File Power Campaign P.O. Box 6678 Arlington, VA 22206 (718) 875-4531 www.Leedham.org

This flyer is available from the Leedham campaign website, www.Leedham.org, or call the campaign office at 718-875-4531.

Put Politics Aside

We urge President Hoffa to stand by the reform proposals he backed at the last convention, including an increase in strike benefits, the cutting and capping of officer salaries, the right of local unions to have elected business agents, the right of Teamster members to elect our convention delegates and a General President debate as a required part of the Teamster election process.

TDU has supported these reforms for years—no matter who has been in office. If Hoffa proposes these reforms at this year's Teamster Convention, TDU won't play politics.

We will support any constitutional amendments that are right for Teamster members, whether they are put forward by Hoffa delegates or by delegates who support the Tom Leedham Rank & File Power Slate.

We urge all convention delegates to put politics aside and to do what's right for the members.

Alien Abduction?

100,000 Teamsters Mysteriously Disappear

"We are doing great in organizing. ... Recently I saw a number come across our desk, and it was 1.5 million. So we are growing."

—James Hoffa
June 1, 2000, speech to the National Press Club

But, according to the LM-2 financial report filed on March 30, 2001 and signed by James Hoffa, our membership has actually shrunk this year to 1,398,252.

If you know the whereabouts of these missing 100,000 Teamsters, please contact our International Union and inform them. They presently have no knowledge that they are even missing. In fact, they are still issuing press releases stating that our union has grown this year by 100,000 members.

Here are the *facts:*

- For the first time in over three decades, our union has slipped under 1.4 million members.
- In two years we have gone from the largest union in the AFL-CIO to the third largest.
- In the two years James Hoffa has been in office, our union has shrunk by 13,000 members, down from 1,411,141 two years ago. This has been a boom period in the U.S. economy. We can expect bigger shrinkage this year.
- Prior to that period, in the mid-1990s, our union had stopped its downward trend and just began to turn it around, when we were starting to grow instead of shrink.
- James Hoffa has drastically cut the funding for organizing, while greatly increasing money for multiple salaries to officials who make over $100,000 a year.
- The Organizing Director of the Teamsters, unlike every single other union in the AFL-CIO, is a part-time job. He lives in Boston and visits the Organizing Department part time, and for that part time job he gets a salary of $99,287 (in addition to his Boston salary).
- The Organizing Director of the Teamsters was quoted in the March 12-26 issue of *American Prospect* magazine, "My dream is that the organizing department here in this building should be a desk and a telephone."

These are *facts*. Each of them can easily be verified; most of them from the LM-2 financial reports filed by our union with the U.S. Department of Labor. Average membership figures for each year are derived from line 43 of the LM-2 report, which is the total received from the $1 per month per member assessment, and dividing it by 12.

We need to grow. We need to build Teamster power in our major industries. We need to put resources into organizing, with a professionalized department. We need to involve our members in organizing, and tap rank and file power in the process. We need to target major corporations and industries and launch sustained campaigns that bring them under contract.

It will not be easy. But we cannot do it without this kind of effort and commitment.

Covering up failure with PR, spin and lies will not do the job.

MISSING!
100,000
TEAMSTERS
If you have any information on their whereabouts, contact the International Brotherhood of Teamsters.

Officials Meet in Posh Resort

No Shortages in Palm Springs

Ralph Ekelman
Local 63, Yellow Freight
Los Angeles

I've often wondered about what I read in periodicals like *Convoy Dispatch* and others about Teamster officials meeting in posh resorts, sipping drinks at the jacuzzi and hanging out in the lounge enjoying themselves at the expense of the members' dues money. Unfortunately, it appears to all be true.

My wife and I unknowingly planned a week's vacation at the Palm Springs Riviera Resort at exactly the same time the IBT leadership was having their Western States Region meeting, complete with the obligatory Hoffa fundraiser. Talk about bad timing!

It seems the articles I read were all true. In between the meeting events the officials all seemed to be having a real good time. The only difference between me and them was that I was on vacation spending my own money, and they were at "work" spending the members' money. One meeting participant even confided in me that Western Vice President Jim Santangelo had to lecture these officers that since they were on the union tab they had a fudiciary reponsibility to actually attend the meetings. Hopefully, some of them took that to heart.

I reveled at their vehicles adorned with "Hoffa is my President," Project Rise and Hoffa 2001 stickers. The officials, almost without fail, had Hoffa 2001 campaign pins on, some quite elaborate.

Since I was on vacation and they were standing around partying, I took the opportunity to speak to many of the officials. Most had strong opinions on one subject or another but nearly all seemed to be proud of the union's treasury having money in it. When I asked what they were doing for the membership with that money sour faces appeared and they moved along in a huff.

Santangelo approached me and suggested that I tell Leedham to drop out of the election, since it will cost the IBT $18 million that could be used elsewhere. He commented, "It's over. The members have spoken."

I reminded him that Leedham took 40 percent of the vote last time with only five and a half months to campaign. I also told him the members would speak when they fill out their ballots. That's what democracy is all about.

I couldn't help but wonder why, if they believed their own confident rhetoric, they felt compelled to organize a Hoffa fundraiser every time two or more business agents got within 50 feet of each other.

'Later that night as the IBT officials' beverages flowed by the fire pit at the pool, I had to wonder why they held this meeting at a posh resort rather than a more reasonable location?'

Later that night as the IBT officials' beverages flowed by the fire pit at the pool, I had to wonder why they held this meeting at a posh resort rather than a more reasonable location?

My wife and I had to save for a long time to afford this vacation. I wondered if it ever occurred to Santangelo that they could save many thousands of dollars of the rank and files' dues money by finding more modest accommodations for their meetings.

One official mentioned to me that there were tables where one could contribute to the Hoffa campaign. Now that's a shock! Posh resort, pool, great golf courses, fine dining, great accommodations, then you can donate to Hoffa's campaign.

Too bad no rank and filers were invited to Palm Springs — we paid for it!

One night as I walked out by the pool, although I'm not positive, I could swear I saw Jackie Presser heading for the lounge.

International Union LM-2 Financial Report Reveals

IBT Spending Goes Over Income by $14.7 Million

An analysis of the International Union's financial report for the year 2000 reveals that spending exceeded income by nearly $15 million in a single year. Further, the likelihood is that this deficit will exceed $20 million in 2001.

The deficit was covered up primarily by accounting moves that transferred some $18.3 million from the Teamsters Affiliates Pension Plan to the International Union. However, these transfers are a one-time gimmick, and will not be available in the future to cover deficits.

In an April 15 letter to James Hoffa and Tom Keegel, Tom Gilmartin, secretary-treasurer of Hartford, Conn., Local 559 and a candidate on the Tom Leedham Rank & File Power Slate, pointed out these problems and asked how they plan to deal with the deficit.

Gilmartin notes in his letter that $11.2 million transferred this year from the Affiliates Plan is a one-time only skim of money from that source, a result of the 1994 action by the General Executive Board to freeze further pension accruals in the Affiliates Plan.

He goes on to point out that the IBT in 2000 billed the Affiliates Plan for a number of previous years of administrative costs, to the tune of $7 million. This too was a one-time accounting windfall.

The LM-2 also counts $2.1 million in forgiven loans by the AFL-CIO and the SEIU in "balancing" the budget, for a total of over $20 million in budget-balancing that cannot be repeated.

In other words, the International Union is spending far more than it is taking in.

Hoffa pledged to give members quarterly financial reports, and to run an open administration. So far he has cooked the books and refused to even respond to questions about union finances.

Hoffa Caught Red-Handed Again

Employers Donate $40,000+ to Hoffa Campaign

Hoffa has been caught again.

Major corporations — all of whom profit from Teamster business — illegally donated $41,750 to the Hoffa campaign, and another $37,200 is still under investigation, for a possible total of nearly $80,000.

Donors to Hoffa's campaign include:

- The Washington Court Hotel, which is one block from Teamster headquarters, the site of Teamster events and the hotel of choice for many Teamster officials.
- Delancey Printing, which prints Teamster contracts, constitutions, etc.
- Thomas Havey, LLP, who is the "independent" auditor hired by the IBT.
- Affinity Systems, Web Galaxy and other providers of internet service and computers seeking Teamster business.
- Other corporations, banks and health insurance companies, all of which get Teamster Union business.

It appears that to do business with the IBT, companies feel the obligation to kick money into the Hoffa Campaign Legal and Accounting Fund. Lots of it.

> ***It appears that to do business with the IBT, companies feel the obligation to kick money into the Hoffa Campaign Legal and Accounting Fund. Lots of it.***

Hoffa says there is nothing wrong this picture. What do you think?

The Election Administrator (EA) investigated Hoffa's campaign and in April issued a decision against Hoffa, finding him guilty of accepting over $40,000 in improper donations to their re-election campaign from vendors who do business with the union.

Deliberate Coverup?

Investigations are continuing to look into whether Hoffa deliberately covered up the identity of corporate donors and concealed fundraising limit violations through misreporting on his campaign finance forms.

Some contributions may have been "bundled" to evade campaign finance limits.

The EA continues to investigate charges that the Hoffa slate failed to report as an aggregate contribution money received from individuals who work for the same company.

Some violations were very poorly covered up: the EA found that two members of the accounting firm Slevin & Hart, P.C., each gave $1,000 donations to the Hoffa slate *on the same day* that they began providing services to a Teamster local union.

This is not Hoffa's first brush with campaign finance rules. During the previous election campaign, Hoffa was found to have given false testimony regarding an unreported campaign contribution, to have accepted more than $167,000 in illegal employer contributions, to have falsely reported expenditures to hide the fact that he had a convicted felon on his campaign payroll (the same offense for which his running mate Tom O'Donnell was suspended from the union for nine months), and to have accepted an improper contribution from a lobbyist employed by United Parcel Service, the nation's largest employer of Teamster members.

The full text of the Election Administrator's decision can be found at www.ibtvote.org. Click on Protest Decisions and scroll down to decision 2001 EAD 302 (April 12, 2001). An additional protest, filed by the Leedham slate regarding Hoffa's January 2001 filings, is still pending.

Partnership with the Employers or the Members?

Which Side Are They On?

Ken Wood, president of Tampa, Fla. Local 79 and a Southern Region Vice President, told the *Tampa Tribune* in an April 17 interview, "I'm good for an employer. My reason is this: I become your perfect 'no' to the employees when they come to you wanting an additional hire day, or additional vacation, or a pay raise, because all the employer has to say to them is 'I'd love to give it you, but the contract says this.' "

To Wood, the purpose of a union contract isn't to expand and protect members' rights — it's to limit them!

The IBT actually posted this interview on its website!

This is not a new sentiment in the Hoffa administration. The warning signs were on the wall when *Traffic World* reported that UPS management "is enjoying a lovefest with Hoffa" just one year into Hoffa's term.

Since then, the trend has continued.

IBT General Secretary Treasurer Tom Keegel invited senior trucking executives to attend the Teamster Convention. At the 1991 convention, employers lobbied convention delegates. That's why they were banned from the 1996 convention.

At grievance panels, socializing with employers has become standard operating procedure. When Casey Sawyer, the head of Local 490 in Vallejo, Calif., announced his retirement, the union and ***employer*** heads of the carhaul committee held a joint reception in his honor.

This isn't just a symbolic problem. When the stakes are high for working people, too many Teamster officials really don't seem to know which side they're on.

In Hollywood, Leo Reed, head of movie Local 399, told the *Los Angeles Times* on April 17 that he would most likely encourage his members to cross the picket lines in the event of a strike by the Writers Guild. Hoffa said nothing. Good news for the studios. Not so good for Teamsters who believe in labor solidarity.

Teamsters don't need our officials to form partnerships with our bosses. We need our union leaders to form a partnership with the members. That's the only kind of partnership that can deliver for working Teamsters.

TDU Petitions to Protect Rights of All Teamsters

In early May Teamsters for a Democratic Union (TDU), the Teamster reform movement, submitted a position paper to the U. S. Attorney in New York aimed at protecting the hard-won rights of Teamster members.

The document originated from TDU's opposition to an application by the IBT leadership to provide special treatment for two close associates of James Hoffa who have been charged with embezzling union funds for campaign use and covering up associations with organized crime.

Fortunately, federal Judge Loretta Preska ruled against the Hoffa administration's application, but the issues go much deeper.

The IBT leadership appealed to the court to cut special deals for Larry Brennan and Mike Bane, both from the Detroit area and both life-long associates of Hoffa. Brennan's and Bane's fathers were partners with Hoffa's father, both in business and in crime.

Teamster Future at Stake

The IBT application is part of a concerted move by the Hoffa administration to end court-ordered protections contained in the consent order and currently in effect. The consent order, for example, requires that delegates to the IBT Convention be elected; the Hoffa administration wants to go back to the language in the IBT Constitution, which provides that local officials are automatically delegates, without elections.

The TDU memorandum, which is being made available to other relevant authorities as well as Teamster members, also documents the 180 degree turn that the IBT "RISE" program has taken. It was originally presented by James Hoffa and his consultant, Ed Stier, as an internal ethics program. Stier stated publicly that it had no relationship to getting rid of the consent order, that RISE "has nothing to do with that."

But Hoffa and Stier now state that RISE will only be put into effect as part of a deal with federal officials to get rid of the consent order. Thus, instead of showing that the IBT officials can police themselves first, they are saying that if a deal is cut to remove the protections, they will suddenly reform themselves. The TDU document also shows that RISE can be changed at any time by the IBT General Executive Board, and its enforcement mechanism is under Hoffa's control in any event.

Regardless of who the officers of our union are, the Teamsters Union belongs to all its members. Our democratic rights — to vote and to speak out — are what stand between a strong, proud Teamsters Union and a dictatorship.

TDU not only stands for this principle, but works to make it a reality.

Hoffa Supporters Caught Cheating in Delegate Races

In the latest of a series of setbacks for James Hoffa Jr., Hoffa delegate slates in Atlanta and Allentown, Pa., had their elections overturned by Election Administrator (EA) William Wertheimer. They were found to have stolen or improperly used union resources to further their delegate campaigns.

In Atlanta Local 728, Hoffa supporters were found guilty of using campaign buttons stolen from the local. This is the third time they have been caught improperly using union resources. BA Jimmy Payne, the candidate charged with taking the buttons, was found to have obstructed the investigation by giving false evidence.

The EA ordered a rerun election, disqualified Payne, and ordered that the Hoffa slate pay the costs of a mailing by opposing candidates to all members.

In Allentown, Pa., Local 773, the local president was found to have improperly used union resources by soliciting a letter of support, written on union letterhead, from another official and then distributing it just as ballots arrived to voters.

Delegate Elections Give Voice to Members' Issues

Pension Trustee Accountability

Milwaukee Local 200, the largest in Wisconsin, elected the entire Tom Leedham Delegate Slate of nine delegates and three alternates to represent members at the IBT Convention.

"Our members want accountability for pension trustees," stated delegate Tim Buban. Teamsters are tired of pension trustees who ignore the concerns of working and retired members.

Local 200 members are gathering petition signatures to bring to the convention demanding directly elected pension trustees. The petition calls for elected Central and Southern IBT Vice Presidents to be trustees of the Central States Pension Fund and demands benefit improvements.

Members want a COLA for retirees, relaxation of the re-employment rule to allow retirees to survive, and the right to remove trustees who refuse to take any action.

A related issue is the sudden insolvency of the Health and Welfare Fund in Wisconsin. (See article page 11.)

Organizing a Future in Freight

Members elected all six delegates and two alternates from the Members Voice Slate in Cleveland Local 407.

An issue in this delegate election was the future of Teamsters in the freight industry. Members in this historically freight local, like others around the country, are seeing the freight industry turning increasingly nonunion, and no plan from our International to stop it.

"If the International doesn't make organizing in freight a priority, we're sunk in this industry," said delegate Frank Burdell. "We need to increase organizing resources and we need a national strategy that can take on nonunion freight companies. We're taking this message to the convention."

Local 174 Elects Reform Delegates

The 7,000 members of Seattle Local 174 are sending six reform delegates and three alternates to the IBT Convention, led by Rank & File Power Slate candidate for Western Vice President Bob Hasegawa. The victory came on the heels of a contentious local election which Hasegawa lost by two votes after James Hoffa intervened and blocked the counting of a number of votes cast by UPS Teamsters.

Hasegawa, who won as a delegate, said "Local 174 is still a reform local. Reform delegates will make sure that important issues will not be ignored by the Hoffa delegates — like keeping our Right to Vote, eliminating multiple salaries and pensions, using the union's resources to build the union rather than to line officers' pockets, building organizing capacity, and educating and mobilizing our members for power."

Reform Wins Again in Local 763

Dave Reynolds knew it would not be easy when he walked into the Local 763 union hall in January as the new secretary-treasurer.

Former principal officer Jon Rabine drained the treasury so badly with large payments to outgoing officials that the checking account was overdrawn, among other problems.

After four months in office, brother Reynolds reports, "We've got a good staff in place. Grievances that were being ignored are getting handled, and won. Our 4,500 members are starting to realize Local 763 is theirs.

"Now we want to get beyond good service to getting members involved in their union. Then real change can come."

Dirty Tricks Fail

Rabine, the first International Vice President ever removed from office by his own members, is upset about losing $150,000 in annual salaries for his local post and having to step down as JC 28 president. He now has to survive on his $77,000 International VP salary.

To retaliate, Rabine got his pals at the joint council to try to overturn the election in March. Without a single bit of evidence, they ruled that Reynolds must have had illegal funding, because he used a copy machine at a small office that Reynolds' wife (and campaign manager) rented. (The copier was paid for by a rank and file Teamster a couple years ago.)

Rabine's Support Low and Falling

On April 5, the members spoke again, electing a full slate of delegates headed by Reynolds over the Rabine-Hoffa delegates slate. The following day, the Hoffa administration, apparently noticing that Rabine's support is low and falling, put any election overturn on hold.

"Our members are not going to stand for these dirty tricks," says Reynolds. "They want to move forward."

Delegates at the 1986 Teamster Convention Fought for Right to Vote

Teamster Alan Fenske joined with other TDU members and reform delegates at the 1986 IBT Convention to work for the members Right to Vote. Fenske is holding a roll of thousands of Teamster petitions for the Right to Vote.

At that convention, IBT president Jackie Presser declared the "funeral of TDU" and officials who now head the union ridiculed the Right to Vote. But Teamsters like Alan Fenske were leading the way to the future.

Flight Attendants Vote to Continue Reform; Hoffa Seeks Employer Help

Flight attendant Local 2000 members voted to send 13 delegates to the IBT Convention who will be strong defenders of Teamster reform. "This was an important vote," said Danny Campbell, president of the local. "Once again flight attendants said they endorse continuing reforms in our local and in our union as a whole."

In November, after a long contract battle that divided the previous local administration, a new group of leaders swept into office who had led the rank and file contract campaign and gained millions in contract improvements after rejecting an initial offer pushed by Hoffa.

The local and its new leadership has faced ongoing harassment by the Hoffa administration, which openly endorsed the opposing delegate slate. Half of the winning delegate slate are new local officers and half are rank and file leaders who all share the vision of a member-run union.

"We are looking forward to fighting for issues that concern members and defending the democratic principles we believe in at the convention," said delegate Ashley McNeely, who is also a candidate on the Tom Leedham Rank & File Power Slate.

The delegate slate's win came despite Hoffa soliciting the company's help in his campaign.

Hoffa Coaxes Company to Boost His Campaign

Hoffa had his attorney send a letter to Northwest Airlines coaxing them to investigate McNeely's travel pass usage. Under the Local 2000 contract with Northwest Airlines, flight attendants are provided travel privileges for designated companions of their choice to fly at discounted fares.

McNeely designated Tom Leedham as her travel companion, allowing him to use her contractually provided passes for some trips. Over the years, many members in the local have used their passes for union campaigning. Hoffa VP Dotty Malinsky currently uses travel passes for union activities.

But after the Hoffa campaign sent its letter, the company unilaterally implemented a change in its policy, in violation of the contract which says current pass benefits will not be diminished. An arbitrator in the dispute ruled in favor of the company and its policy interpretation.

Changes in IBT Constitution, 1940-1996

A History of Our Rights

As we approach the 26th IBT Convention, we need to consider what is at stake. The convention will not only nominate candidates for International officers, but will also review the Teamster Constitution. Delegates have the power to amend any provision of the constitution.

Most of us are aware of the drastic changes our union has undergone since the 1989 Consent Decree and the historic elections in 1991. But as we consider the many proposals that will be presented at this convention, it is useful to look at how our union evolved and the rights that members have lost and won over the years.

1940

Majority rule on strikes and contracts ended. Two-thirds rule inserted.

Locals must now notify the joint council and get the consent of the General President to go on strike.

General President salary of $30,000 (no multiple salaries). President Dan Tobin declares at convention that it is too high.

1947

Business agents, all previously elected, are now either elected or appointed.

1952

Local union executive boards given authority to use mail ballots to approve contracts.

Dave Beck chosen as General President.

Article 12 amended to mandate joint council approval of strike votes.

Article 3 changed to give locals the power to appoint (rather than elect) delegates to conventions.

Minimum term for local officers raised from one to two years.

1957

James R. Hoffa chosen General President.

General President can appoint area directors.

Special extra pension plan (Retirement and Family Protection Plan) established for International officers.

AFL-CIO Ethical Practices Committee Report read. Weldon Mathis moved it be struck from the record, which it was. Delegate Jeffrey Cohelan of Local 302 dissented: "The charges contained in this report are serious charges, and they deserve very special consideration. ... If this convention is foolish enough to simply sweep this from the record or to ignore the very serious charges that have been made here, we will stand before this country, and the labor movement particularly, indicted."

1961

Article 5 changed to legitimize multiple salaries for International officers from subordinate bodies.

Article 22 changed to allow one person to hold office in more than one local with approval of the General President.

Article 3 changed to end local elections for convention delegates.

Article 9, Section 9(a) changed to give International authority to pay legal expenses for officers.

Article 22 changed to allow local executive boards to designate times, places, and methods of voting without membership approval.

Article 2 on election eligibility changed to extend the two-years continuous good standing to include payment of dues on time each month.

Article 15, Section 7 changed so area conferences are "subject to the unqualified supervision, direction and control of the General President."

Special extra pension plan (Affiliates Plan) established to cover all business agents and local and other officials.

1966

General President now appoints negotiating committees.

General President can intervene in local contracts and order votes by mail.

1976

Dues rate set at two-hours pay formula, so dues hikes become automatic rather than voted on.

Hoffa's hand-picked successor, Frank Fitzsimmons, chosen as General President. Fitzsimmons states on the record that those who want to "reform this union" can "go to hell."

1981

Locals with elected BAs could keep them, but new article adopted to prevent any more locals from switching to elected BAs.

New provision adopted to allow for appointment of a new General President to fill a vacancy. Provision comes in handy less than two years later when Roy Williams goes to prison. General Executive Board appoints Jackie Presser president.

Automatic 100 percent cost-of-living raises for all International officers.

Proposal by delegate Diana Kilmury for Ethical Practices Committee shouted down on convention floor.

1986

100,000 members petition convention for Right to Vote.

Reform delegates submit proposals for majority rule on contracts, right to vote for IBT officers, increased strike benefits, and resolutions on two-tier contracts and organizing. All are denounced and voted down.

Members dues finance two fancy parties costing $900,000. Presser carried into Eastern Conference party on sedan chair; Billy Hogan goes on the record to say Central Conference party was just as fancy.

Presser retains Teamster presidency with 99 percent of the vote, and then conducts the "funeral of TDU."

1991

Due to Right to Vote provisions in consent order, all delegates elected in supervised elections. Delegates nominate candidates for International office, who are then elected by the members.

Right to vote for IBT officers written into constitution.

Right to elect convention delegates voted down by old-guard majority. Consent order, at least temporarily, protects this hard-won right.

IBT jet planes sold.

Majority rule on contracts written into constitution.

Strike benefits raised to $200 a week, but without funding mechanism.

Members win right to a separate vote on all master contract supplements.

Elections for joint council officers changed to secret ballot votes.

Name of union changed (shortened).

1996

Hoffa forces disrupt the convention. As reported in Newsday on July 16, 1996, "From the opening moments yesterday, Hoffa supporters ... screamed, pounded on tables and chanted, almost drowning out Carey and most other officials and speakers."

This behavior continued throughout the convention, and little was accomplished.

Article 5 changed to add the elected president of Teamsters Canada to the General Executive Board, strengthening unity between U.S. and Canadian Teamsters, with Hoffa delegates voting against.

Code of ethics for pension trustees adopted. Employers not allowed to attend the convention as guests.

TDU members demonstrated for the Right to Vote at the 1986 IBT Convention.

Be a Part of Teamster History!

Teamsters, their spouses, and retirees may all attend the Teamster Convention. Be a part of Teamster history, and hold your local's delegates to their promises by coming to Las Vegas on June 25-29!

Guests must register for the convention in advance. To get a form, contact your local union or call TDU at 313-842-2600. Hotel rooms at Bally's are also available through the IBT for $90 plus tax, single or double.

The *Teamster* Magazine ...

The Best Lies Your Dues Money Can Buy!

Should our dues money be used to publish lies to the members? That's the question Local 115 members are asking after reading the April/May *Teamster* magazine.

In an article entitled, "For the Members, By the Members," the magazine says "the handpicking of union officials, business agents and shop stewards." will finally come to an end in Local 115.

Thanks to a Hoffa trusteeship "Local 115 members will have a chance to elect their own shop stewards [and] business agents," the magazine said.

Sounds great. Too bad, not a word of it is true.

In fact, Local 115 members do NOT have the right to elect their shop stewards. Even worse, a proposal to give members this right was recently blocked by Jim Smith, an appointee "hand picked" by Hoffa.

Here is the story you won't read in the *Teamster* magazine.

On April 22, hundreds of Local 115 members filled their union hall in Philadelphia to vote for democracy. After years of having their union stewards appointed by their officials, Local 115 members were fed up.

By a vote of 292 to 167, members overwhelmingly supported a proposal to elect shop stewards in annual, secret ballot elections. Jim Smith, a business agent appointed by the Hoffa trusteeship, was the main opponent of the democratic reform.

Even though the members overwhelmingly supported the reform, the proposal fell 33 votes short of the two-thirds majority needed to amend the Local 115 bylaws.

Members responded in anger.

"The members thought we were going to finally get a change," said Dennis DiCataldo, a 22-year member of Local 115. "There's been all this propaganda from Hoffa and Smith about how we have a democratic union now. But they showed their true colors at that meeting. The first time that Local 115 members had a chance to vote 'yes' for democracy, Smith was running around telling all of the Hoffa supporters to vote no."

Actions speak louder than words. Even when those words appear in the *Teamster* magazine.

Hoffa won't print the truth. But will he take back the lies?

Walt Deminski
Local 115, Kurz-Hastings
Philadelphia

The April/May issue of the *Teamster* magazine says that Hoffa's trusteeship gave us democracy and the right to elect our shop stewards and business agents.

Thankfully, we have *Convoy Dispatch* to expose these lies.

But the magazine story did get one thing right. The article said, "There was never a democracy at Local 115." That's certainly true. Our local was always run from the top down.

But we don't have democracy now either. Local 115 is *still* run from the top down. The only difference is that Local 115 used to fight the employers and stand up for our rights on the job. Whenever any Teamster was on strike, Local 115 members were mobilized to be there.

Today, the dictators who run Local 115 are in bed with the employers. The result is concessions, layoffs, and weak contract enforcement. The buses that our local used to transport members to do strike support have been sold off.

Our local used to be undemocratic. Now it's weak and undemocratic. That's nothing to celebrate.

I don't expect the *Teamster* magazine to admit that Hoffa has installed pro-company dictators to run my local. But is it too much to ask for a retraction that corrects the outright lies that appeared in the last issue?

Members Get Election in Local 19

After nearly two years in trusteeship, 3,500 members of Texas Local 19 are finally getting a local election. Hoffa trusteed the local after his former running mate J.D. Potter was charged with not representing members and for laundering money in the 1998 Hoffa campaign.

The trusteeship should have expired Dec 18, after 18 months, but Hoffa has cooked up one delay after another . When members sent 900 letters to the Department of Labor and Hoffa calling for an election, Hoffa didn't reply.

The 'Hoffa Shuffle'

"Our members have been fed up for a long time," says Local 19 member Ken Faulk. "They blame the 'Hoffa Shuffle.' Hoffa has moved trustees in and out of our local without solving anything. These trustees have been paid to stall democracy."

Since before the trusteeship, members who have been leading the fight for change formed a slate and began campaigning for local union office. Hoffa, meanwhile, appointed incompetent trustees and made up bogus requirements to put off an election, like demanding members revote bylaws changes that they rejected three-to-one.

It seemed that Hoffa wasn't going to hold an election until he had a hand-picked slate to run. Hoffa's chosen candidate, assistant trustee and BA Mike Ellison, couldn't get a full slate. Ellison then lost in the delegate election, despite Hoffa's endorsement and a heavy smear campaign.

"When our delegate slate won, Hoffa promised a new trustee and a quick election," said Faulk. "After 45 days with Hoffa's latest trustee, they're delaying an election for another month.

"They've set the 30-day election period to take place during the start of contract negotiations at Southwest Airlines, the IBT convention, and the Fourth of July holiday. This seems like another attempt to influence the election.

"We've shown we are willing to fight for the members' best interests. We'll work hard for the opportunity to turn this local around."

Teamster Meatpackers Stage Wildcat Strike

Four hundred Teamster meatpackers in Fort Morgan, Colo., Local 961 staged a wildcat strike to protest low wages, unsafe working conditions and a weak contract offer at Excel Corporation on Feb. 24-27.

Hours before the strike members voted overwhelmingly to reject a proposed six-year contract by a vote of 917 to 59.

Local 961 President Douglas Whetstine and Secretary-Treasurer Joe Hartl both recommended the contract.

At a union meeting after the vote, shop floor leaders called for the walkout. Two workers, Adán Morales and Enrique Soto, were singled out and arrested by police at the request of Whetstine and Hartl, who called the strike illegal.

While the walkout was a violation of the contract, strikes are not against the law in the United States. According to press accounts, Whetstine and Hartl accused the workers of incitement to riot.

Despite the arrests, hundreds of workers on both shifts struck the company for the next four days.

Sadly, it was the company general manager, not Teamster officials, who requested the strikers to elect representatives to share their views on the contract.

The meatpacking plant employs 1,800 Teamsters who slaughter and process 4,200 head of cattle a day. Striking workers complained of speedup, understaffing, low wages and injuries caused by excessive line speed.

"We cannot continue to work under the conditions we now have," Morales said.

Excel relies on immigrant workers to fill the vast majority of the positions at its Fort Morgan plant.

"Only immigrants appear willing to do the work," according to Louis Aguilar of the *Denver Post*. Aguilar cited a Morgan County Labor Force Survey conducted two years ago that found, "Most residents would consider the work for no less than $15 a hour." Excel pays its workers $9.60 an hour — going up to $10 with the new contract.

Contract Settled, Issues Remain

Local 961 members voted 300-216 to approve a revised contract with Excel on March 10. The period of the new contract was reduced to five years from six. But the average annual wage increase declined slightly due to the elimination of a 40-cent increase in the last year of the contract.

The problems of speedup, unsafe working conditions and members' alienation from their union remain. Less than a third of the workforce participated in the contract ratification vote.

"A lot of people felt they had no choice, and that's why the contract was approved," Soto said. "People feel like the contract was imposed on them — no one likes it."

Drastic Cuts in Retiree Health Benefits

Wisconsin Teamsters Demand Action, Not Excuses

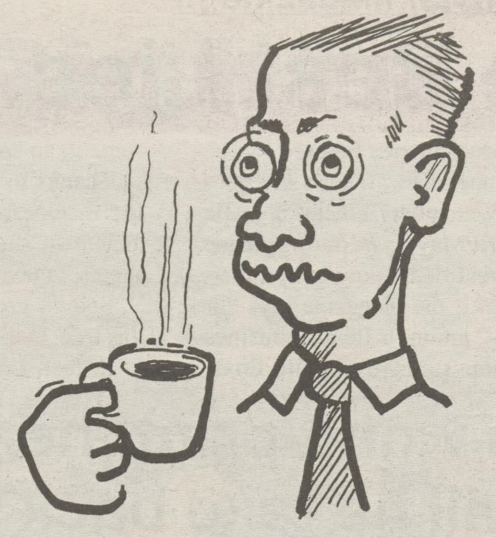
Since the Wisconsin Health and Welfare Fund announced drastic cuts in retiree health benefits, citing a grave financial crisis, members have not sat idly by. A coalition of concerned Teamsters has formed RAM (Retirees and Members) to confront the benefit cuts.

Over 500 concerned members attended their inaugural meeting to voice their concerns. The fund has yet to disclose details of the financial problems that triggered the benefit cuts.

RAM, however, is not waiting for details. They have begun a petition drive to demand that the Health Fund trustees begin negotiations with Central States to extend benefits to Wisconsin Teamsters before the fund goes bankrupt. With money and assets still available, Central States can afford to allow a merger and provide benefits to both retirees and members.

"The time to act to save our hard-won benefits is now," said Ray Footit, Local 200 retiree and a leader of RAM. "We worked for many years to provide for our benefits. And now that we need them, we can't count on them. That is why we're getting organized to take this fight to the members."

Want to Make Your Boss Lose Sleep?



Plan Now to Attend the TDU Convention

Sept. 21-23 Pittsburgh Hilton

What's the one thing sure to upset your boss and make him lose sleep? Workers who know their rights and are organized and informed.

And what's the best way to learn the skills you need to keep your boss up at night? Attend the TDU Convention.

The TDU Convention features workshops on a wide range of topics for Teamster activists. Speakers from major Teamster struggles give first-hand accounts of tactics that work and pitfalls to avoid, and how Teamster solidarity can win. Meetings by company and jurisdiction give Teamsters the opportunity to build national networks to combat employer offensives.

The convention is also the place where Teamster reformers gather to strategize — to have serious, in-depth discussions on where the reform movement stands, what the next steps are, and how we can build our movement and strengthen our union.

Fighting for Better Contracts — and Enforcing

Attend workshops on organizing a contract campaign, filing better grievances and building coalitions.

Learn from experts on laws such as the STAA truck safety bill, the Family and Medical Leave Act and your basic legal rights on the job.

Share stories with other activists about tactics that have worked in your workplace.

Building a Better Union That Represents Everyone

Local officers not doing their job? Learn tips on how to successfully run for office.

Want to get more members involved in your local union? The TDU Convention will cover that, too.

Hear from Tom Leedham, candidate for Teamster president, and other reform leaders on the Rank & File Power campaign for a strong union that works for the members.

Plan now to be in Pittsbugh Sept. 21-23.
For more information, watch *Convoy Dispatch*, or call TDU at 313-842-2600.

Not a TDU Member?

Your boss is sleeping blissfully! **But you can do something about that. Send in this form and join TDU today.**

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local _____ .

Check or money order

Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.